

Bargaining Unit 13
Management Non-Confidential and Non-Management Confidential
City of Fresno Professional Employees Association (CFPEA)

Benefit	Description
Health & Welfare: medical, dental and vision (Employee and dependents)	As of 07/01/2014 premium = \$1,084.00 If hired before 11/28/2011: City contributes 80% of premium (\$867.20) Employee contributes 20% of premium (\$216.80) If no employee contribution, medical benefits are reduced 25% If hired on or after 11/28/2011: City contributes 70% of premium (\$758.80) Employee contributes 30% of premium (\$325.20) If no employee contribution, medical benefits are reduced 35% PPO Plan
Retirement *	City = 11.65% Employee (Average) = 8.46% (2%/year @ 55 w/5 years) DROP
Life Insurance	1x annual salary rounded to nearest thousandth
Long Term Disability	66 2/3% to \$7,500/month maximum after 30 days or end of sick leave
Deferred Compensation	Savings/Mutual Funds No City Contribution
Holidays	Holidays = 10 Birthday = 1 Personal Day = 2
Vacation	Not available
Sick Leave	Not available
Supplemental Sick	40 hours per fiscal year
Annual Leave Effective 7/1/2000 (Days per year/Hours per month) (Vacation available after 6 months/sick available after 1 month)	1 – 9 years = 23.25/15.5 10+ years = 28.25/18.834
Administrative Leave	60 hours per fiscal year Up to an additional 32 hours per fiscal year at departmental discretion See MOU for cash out policy
Uniform Allowance	None
Bilingual	\$75 per month
Workers' Compensation	76% of compensation
Health Reimbursement Arrangement (HRA)	To pay premiums for post-retirement medical insurance
Bus Passes	Provided to Supervisors in FAX Operations

LEGEND:

*	Employees Retirement System = Vested after completing 5 years of service
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